

REPORT

FIRST ONLINE TRANSNATIONAL MEETING PART 2



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SKI.F.T. SKILLS FOR TRANSITION
101126777



Co-funded by
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First Transnational Online Meeting /Part 2 : Report

11 March, 9.30am-12.30pm

1. Background and objective of the meeting :

[SKI.F.T. project](#) partners, during their first transnational meeting in Copenhagen (December 2023), decided to organise the first transnational online meeting in two parts :

A first part, which was organised on 20 February 2024 provided the partner organisations with an opportunity to learn more about tools which are already used by partners to strengthen the capacity of micro and small social economy organisations to engage in green transition processes. In a second part, to be held on 11 March 2024, other organisations from different EU Member States will be invited to share their expertise, good practices and tools.

The objective of both events, organised in English language, is for partners to take inspiration for the upcoming advisory and coaching services, to get a better *overview of* and *insight in* existing expertise and tools, to deepen networking among intermediary organisations and to further feed a SKI.F.T. methodology for green transition-related capacity-building of micro and small social economy enterprises, including repository of tools and good practices.

2. Programme :

9.30 Introduction and short presentation of all participants

9.45 Sustainability Reporting/Environmental Impact Analysis

- Diagnosis tool regarding the implementation of six Sustainable Development Goals - Elena Zabalza and Pablo Lansac Colom, ANEL (ES)

- ValorESS, Maëla Valembois, UDES (FR)

Q&A

10.50 Break

11.00 Planning green transition processes/Circular Economy

- EXPLORE programme, Claudia Mangiatordi, Groupe ONE (BE)
- Courses on ecological transition and circular economy aimed at the socio-economic fabric of Gipuzkoa, Idoia Urain and Daniel Justel, Mondragon University (ES)

Q&A

11.45 Cooperation between (small) enterprises/Local social green value chains

- EcoRes, including programme EVOLVE, Emmanuel Mossay, EcoRes (BE)
- Social- Circular Hub Gent, Pieter Hendrickx, City of Ghent (BE)

Q&A

12.30 Conclusions/Feedback by Participants

Working language: English

4. Discussion :

Erdmuthe Klaer (REVES aisbl) welcomes participants to the webinar and explains its objectives, which are mainly to receive a deeper insight into some of the good practices regarding green transition-related capacity-building of micro and small (social economy) enterprises which partners identified during the initial screening exercise of the SKI.F.T. project. Moreover, the participation of 'external' organisations from different EU Member States is an occasion for project partners to network and to create new links for possible future cooperation.

Participants present themselves in the framework of a short tour de table.

Sustainability Reporting/Environmental Impact Analysis

Elena Zabalza and Pablo Lansac Colom, [ANEL, the Association of Social Economy Enterprises in the Navarra Region \(ES\)](#), present a **Diagnosis tool regarding the implementation of six Sustainable Development Goals (SDGs)** which was recently developed

by ANEL with the support of an external expert. Point of departure for the creation of the tool was a survey that first impression as to whether and to what extent social economy enterprises in Navarra were already working with the SDGs and/or intend to work in the future. Subsequently, ANEL set up a working group which included 14 associated social economy enterprises from different sectors that showed already a certain commitment to the implementation of the SDGs.

Based on the input of the working group and the expertise of an external expert, a self-diagnosis tool was developed which reflects thus the own perception of the enterprise regarding its SDG-related performance. It helps cooperatives to identify what they are doing on a day-to-day basis to contribute to the implementation of SDGs, also gives them a structure to order their actions in a logical and simple way, and provides them with a set of indicators to measure their progress.

ANEL boosts this tool with the idea that it will help identifying HOW cooperatives contribute to the SDGs for the simple fact of BEING a Social Economy company. It is thus also an objective for ANEL as an association to draw conclusions, in a close future, that could be extrapolated to cooperatives in general.

For this reason the tool linked the SDGs with a management model that ANEL has developed for cooperatives based on the principles of Social Economy companies (people, governance, cooperation and society). It is called the GPES management model.

At this moment, the tool focuses on the six SDGs aligned most clearly with the social economy principles. It interlinks these SDGs (5,7 – affordable and clean energy,8,12 – responsible consumption and production,16,17) with the main social economy principles and values - democratic, transparent and participatory management; social fairness; human development/primacy of the person; cooperation (including inter-cooperation between social economy enterprises); solidarity.

The self-diagnosis tool consists of three complementary blocks of questions: A first one focuses on actions taken by the enterprise to reduce negative impact in different fields, a second on actions realised by the enterprise to further promote positive impact, and a third on actions with specific 'external' impact in society at large (e.g. through inter-cooperation with other enterprises). Social Economy Enterprises going through the self-evaluation are invited to respond to the different questions with "Yes", "No" or "Not Applicable". For each "Yes", respondents are encouraged to provide some evidences. Moreover, they are invited to indicate which priority ("High", "Medium", "Low") the specific topic has for them. When all questions have been answered, the tool gives a summary of contribution to the different SDGs structured in the three blocks of questions and with an overall percentage of each SDG. This graph clearly shows how the company is contributing to the different SDGs.

At the very end of the self-diagnosis a filter system makes it possible to have a general overview on strengths and weaknesses of the enterprise. Concrete indicators for the different action areas can provide an orientation for future actions and basis for the measurement of the impact of the latter to take in order to improve the performance of the enterprise. This provides the basis for a proposal of an action plan that allows the cooperative to continue progressing in terms of SDGs.

Finally, the tool integrates a proposal of indicators related to the different SDGs *and* the principles of the social economy model to facilitate their measurement and monitoring.

A main added value of the tool is, according to ANEL, the fact that it helps social economy enterprise to *receive a better overview of* and consequently *to better structure* their ideas and (future) actions.

It has recently been tested by several cooperatives from which ANEL will shortly receive concrete feedback.

Both speakers think that the tool will be used mainly by enterprises/organisations/persons that do already show a certain commitment to green transition-related processes. At the same time, the example of these enterprises might then also motivate others to follow. It is therefore of great importance to give visibility to those that are already active.

Maëla Valembois, [UDES \(Union des Employeurs de l'Economie Sociale/Union of Employers in the Social Economy; FR\)](#) provides participants with a deeper insight into [VALORESS](#), a free online tool developed by UDES specifically to support micro and small social economy enterprises in measuring their carbon footprint. When conceiving ValorESS, UDES and external experts took into consideration the limited resources micro and small enterprises have with regard to time, expertise, finance etc. The objective was to develop an easy-to-use tool. VALORESS focuses on 11 green house gas emission indicators (1. Energy ; 2. Business travel ; 3. Home/work journeys ; 4. Visitors, users, tourists ; 5. Freight transport ; 6. Inputs – Purchases ; 7. Fixed assets ; 8. Waste ; 9. Other greenhouse gases ; 10. Products ; 11. Investments). Moreover, when calculating its carbon footprint, the user enterprise or organisation has the possibility to choose between two levels, adapted respectively to « beginners » regarding carbon footprint reduction or those being more advanced and wishing to go more in depth in their actions and commitment. In addition to the online calculator, [11 practical guidance sheets](#) proposing actions for each of these indicators are at disposal for those interested. Finally, UDES organises and will further organise training courses enabling interested enterprises not only to correctly use the tool, but also to develop action plans based on the results of their carbon footprint measurement.

The tool was developed and training activities are carried out in cooperation with carbon experts from the French Association for Low Carbon Transition. Other partners in the development of VALORESS were/are financial actors, social economy enterprises and organisations and employers.

It went online in September 2023 and could record since then nearly 1000 users from a broad variety of fields of activity within the social economy and the non-profit sector.

Possible training courses focusing specifically on the development of action plans (based on the carbon footprint calculation) might be provided in the future.

In June 2024 UDES will organise, in Lyon, an event aiming to create links between users of VALORESS.

A challenge UDES came across, despite the user-friendliness of the tool, is the fact that enterprises sometimes encounter difficulties when it comes to collecting data (e.g. also data regarding employees). Yet, this was more a problem for medium-size cooperatives and other social economy organisations with more than 40 employees who often had to hire a person/intern to collect the data, whereas small enterprises were able to do this much more easily and in a

rather short period of time. UDES is therefore also considering training courses enabling enterprises to more easily find data.

Planning green transition processes/Circular Economy

Claudia Mangiatordi, [Groupe One](#), a main actor for the promotion and support of sustainable entrepreneurship in the Brussels-Capital Region, shares insights into the **EXPLORE** programme which was developed and promoted by her organisation since 2022 with the financial support of the Brussels-Capital Region.

The programme, dedicated to the transition of business models, targets small enterprises in general, including social economy enterprises. In this framework, Groupe One accompanies approximately 20-30 entrepreneurs a year.

EXPLORE consists of the possibility to first of all measure the carbon footprint of the enterprise combined with a qualitative social impact assessment, as well as of several workshops (some compulsory, others optional). In a second step, the participating enterprise will develop a concrete action plan focusing on specific priority topics. These topics are identified based on the results of the previous evaluation and on decisions of the enterprise regarding its own priorities and feasibility of actions.

A dedicated transition coach will then accompany the enterprise for 20 hours in total plus an additional 4 days dedicated to work on a concrete action plan and its implementation.

When developing the methodology for EXPLORE, Groupe One was faced with the strong time constraints small enterprises often have and their limited possibilities to follow training courses.

For this reason, the figure of a dedicated transition coach for each participating enterprise – a coach which accompanies the team of an enterprise directly on the spot in the enterprise - has become central. The transition coach will identify the needs and possible actions of the enterprise and direct it towards experts and other useful contacts (e.g. in public agencies and support services, etc.). Expert will then work with the enterprise on specific action areas. The enterprise does thus not have to search for support on its own. Moreover, support in obtaining certain labels – e.g. such as they have been taken up in the Shifting Economy Strategy of the Brussels-Capital Region - is provided to the participants.

Coaching activities are always realized in-person. In the past, the EXPLORE programme included also some more theoretical webinars on topics such as recent legislation. With the time, however, coaching appeared to be more impactful and requested by the participants.

EXPLORE participants may also decide to join additional collective workshops in which they can meet each other. So far, these workshops were addressed exclusively to enterprises taking part in the EXPLORE programme. However, Groupe One is currently considering to bring in also other enterprises with which EXPLORE participants could develop partnerships in the future.

Also other opportunities to network with enterprises and experts on specific topics are organised.

Groupe ONE holds an internal list of experts that might be involved in the different activities linked to EXPLORE. This list is updated on a regular basis by the team of EXPLORE coaches.

In the framework of EXPLORE Groupe ONE also uses so-called “[Resilient Coaching Cards](#)” (Open Source), developed by the consortium ResilieNtWEB, to help enterprises challenge their business model in three areas: 1. Material&Energy; 2. (Eco-)Design; 3. Governance/Cooperation.

Moreover, specifically on the topic of measuring carbon footprint and taking concrete action to improve the latter Groupe One uses the [Ecotoolkit](#), developed by a European consortium. The toolkit consists of Eco Scan -an instrument to measure the carbon footprint of an enterprise, Eco Tips and the Eco mapping tool (a tool to visualize the environmental performance of an enterprise).

In 2023, due also to the financial support by the Brussels-Capital Region, participation in EXPLORE was free of charge. In 2024 a small contribution fee (based on the revenue of the participating enterprise) is requested which has the objective to ensure that participating enterprises are committed to realise the action plan that will be elaborated in the framework of the programme.

In the opinion of Claudia Mangiatordi, the EXPLORE programme works because it is realized at local level with a broad network of local experts from various fields (easier access to information and expertise, more direct networking and cooperation opportunities, etc.).

Idoia Urain and Daniel Justel, [Mondragon University](#), present the **ECSI Circular training**. It has been set up in relation to a number of tools that have been developed, in-between 2018 and 2023, by Mondragon University *in cooperation with and with the financial support of* the Province of Gipuzkoa (Spain) and Ihobe, the public environmental management company of the Basque Government. The motivation behind the creation of the aforementioned tools was the objective to better prepare micro and small enterprises, including the social economy, for a transition towards the circular economy/circular economy practices.

The ECSI Circular training is composed of three modules, including different type of courses:

1. An introduction aiming to enable enterprises to identify opportunities in the green transition process and circular economy;
2. Training on specific thematic areas and
3. Guidance and counselling for the consolidation of acquired competences.

The programme is conceived in a way to let companies – cooperatives, but also other type of SMEs and bigger companies - choose, depending on their availability in terms of time and on specific priorities, in which courses they wish to participate – only the first module is mandatory.

Training on thematic areas includes work on specific types of evaluation, such as the evaluation of the level of circular economy in the enterprise ([CircularTRANS](#)), the analysis of the level of excellence of the remanufacturing process (Remanex), or a screening of the level of eco-productivity in the production process (Eco-Productivity). Moreover, courses focusing on the *review of existing or creation of new* business models, innovation in product design, etc. are provided (in this context Mondragon University also developed the toolbox [Net Circular +](#) or [IND-SERVDES](#)). All tools are open source, though for the moment available only in Spanish and Basque.

A number of tools such as [CircularTRANS](#) are available online.

Both the training programme and the CircularTRANS platform offer the opportunity to create networks and partnerships between the different companies, one in face-to-face trainings and the other through the web.

So far, 73 companies of different size, including a number of cooperatives from various sectors, took part in the different courses.

The exchange with the participating enterprises revealed once again the need for enterprises to be accompanied and guided throughout transition processes.

At the same time, intermediaries and “multipliers” are needed to spread the word and encourage companies to start moving towards the circular economy. In this respect, Idoia Urain and Daniel Justel also highlight the need for more action on the side of public authorities and governments to raise the awareness of enterprises on the need for action and encourage them to participate in this kind of training initiatives.

Cooperation between (small) enterprises/Local social green value chains

Emmanuel Mossay, representing **EcoRes**, a **sustainable development support and consultancy cooperative**, illustrates different initiatives and tools created by his organization to help enterprises of different size, among them smaller enterprises and social economy, to engage in green transition processes.

In the framework of the **EVOLVE** initiative, EcoRes is joining forces with three other local/regional actors:

- Déplasse&Associés, a business consultancy,
- Beeodiversity, an organization accompanying private and public actors in the development of strategies and concrete actions fostering biodiversity and green transition, and
- Urbike, a cooperative active in the field of bike delivery services.

All four organisations are mutualizing knowledge, data and expertise so as to jointly accompany public and private actors in evaluating their performance and develop concrete actions/action plans in the areas energy, climate, the circular economy, sustainable food and biodiversity, mobility and logistics. An important condition for the successful cooperation between these four partners is obviously trust. The fact that all four are also members of Kaya, the Belgian coalition of eco-preneurs. EVOLVE also allows the partner organisations to share data and develop tailor-made forms of accompaniment, which, depending on the specific case and expertise needed, might then involve one organization more than the other.

Referring to the activities of EcoRes regarding circular economy-related projects of companies, Mossay stresses the objective of his organization to link work on circular business models with work on the marketing and value proposition of the enterprise, which should bring change and increased value for the end-user and all along different value chains.

Useful is in his view the **7D Values approach**, which is underlying many of the tools he and his colleagues developed: The evaluation of the impact of an enterprise and subsequent development of actions and strategies, including development of the eco-system of the

enterprise, should take into account seven elements - value levels going beyond profitability and process:

- 2 material values related to the process as well as to financial and material aspects;
- 2 immaterial values referring to knowledge, communication and emotions as a positive or negative driver; as well as
- 2 universal values: contribution to the Common Good and Earth.

When planning or reviewing its actions, an enterprise in transition should thus also focus on aspects related to knowledge (creation), communication and emotions across the value chain. The approach is, in Mossay's view, most adapted for small enterprises and organisations. He illustrates this with the example of a small organization focusing on aid to children. The organization was looking for new sources of financing in order to be able to afford an office. Instead of investing energy and time in fundraising, the organization was finally encouraged to give more visibility to its mission and added value (helping children) and use emotional factors related to this in order to partner with other enterprises. Finally, the organization was offered office/meeting rooms free of charge by a lawyer's office.

The emotional aspects also enters into the game when working on the motivation of a team to realise green transition-related processes, etc.

Finally, Mossay points to two useful tools regarding circular economy-related aspects: [A Self-Assessment Tool helping enterprises to evaluate their circularity](#) as well as the [Circular Event Toolkit](#).

Pieter Hendrickx, City of Ghent, presents the **Social-Circular Hub Ghent**, which is part of a [network of 12 Social-Circular Hubs in different Flemish municipalities](#), financed by the Flemish Region and ESF. It brings together different local/regional actors, including the city of Ghent, social economy enterprises and organisations, a business hub, a research centre and a university of applied sciences.

A main point of departure for the activities of the hub is the creation of a network of companies that are already active in the field of circular economy. This is done mainly through the organization of events and with the help also of existing organisations and networks such as the Chamber of Commerce or employer organisations. In a second step, mobilized enterprises are connected to social economy actors. These partnerships are then accompanied in their efforts to work together and create new business concepts.

Each year events focusing on a specific topic (such as specific materials) are organized and convene both enterprises which are active in the circular economy *and* social economy enterprises. Together, participants have the opportunity to develop new ideas relating to the activities of both type of enterprises. This also includes social economy enterprises proposing their services to the other companies. An example for the latter is a company wishing to focus more on the reuse of wood which engaged in a partnership with a social economy enterprise taking over the manual task of removing any undesired objects (e.g. nails) from the material. A social economy enterprise might, however, also develop other new activities, such as selling itself used wood or organizing workshops on how to reuse different type of material. Yet, a challenge in this regard might be the capacity of a social economy enterprise – especially a *small* social economy enterprise - to make large investments that are sometimes needed to launch specific activities in the circular economy field.

All Powerpoint presentations of the webinar can be found hereafter (annexes).

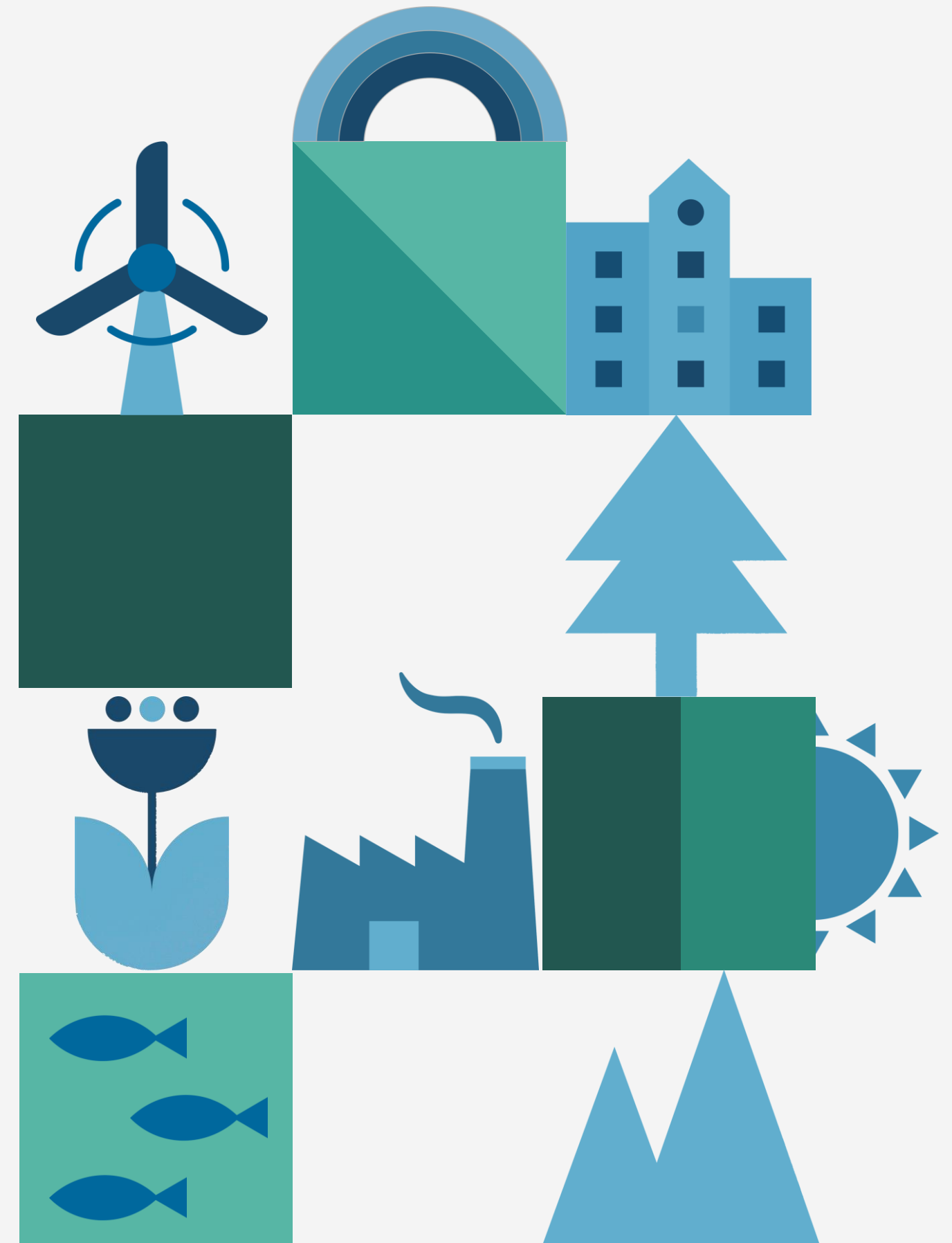


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SDGS-GPES SELF-ASSESSMENT TOOL

A tool developed by ANEL to assess the contribution of Social Economy Companies to the Sustainable Development Goals



PREVIOUS STEPS

Step 1: To identify the companies that were working with the SDGs

Step 2: Survey to look at present and future work

Step 3: Establishment of a working group with 14 associated companies:

- Work plan with actions
- Design and implementation of a self-assessment tool for the contribution to the SDGs, linked to the GPES



*Gestión democrática,
transparente y
participativa:
organizaciones
participativas y con una*

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



*Cooperación
empresarial:
intercooperación entre
las empresas de
economía social.*

*Desarrollo de las
personas.
Primacía de las
personas y del fin
social sobre el capital;*

8 DECENT WORK AND
ECONOMIC GROWTH



GOBERNANZA

COOPERACIÓN

PERSONAS

SOCIEDAD

7 AFFORDABLE AND
CLEAN ENERGY



*Solidaridad:
promovemos la
solidaridad interna y
con la sociedad.*

*Equidad social:
promoción de la equidad*

5 GENDER
EQUALITY

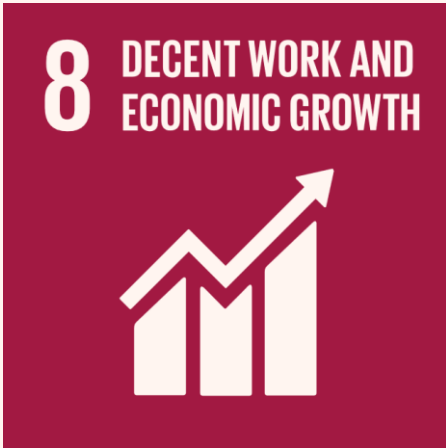


12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



GPES

EXAMPLE



ACERCA DE ESTE CUESTIONARIO

METAS ODS

8.3 Promover políticas orientadas al desarrollo que apoyen las actividades productivas, la **creación de puestos de trabajo decentes**, el **emprendimiento**, la **creatividad y la innovación**, y fomentar la formalización y el **crecimiento de las microempresas y las pequeñas y medianas empresas**, incluso mediante el acceso a servicios financieros

8.5 De aquí a 2030, lograr el empleo pleno y productivo y el **trabajo decente** para todas las mujeres y los hombres, incluidos **los jóvenes** y las **personas con discapacidad**, así como la **igualdad de remuneración** por trabajo de igual valor

8.8 Proteger los **derechos laborales** y promover un **entorno de trabajo seguro** y sin riesgos para todos los trabajadores, incluidos los trabajadores migrantes, en particular las mujeres migrantes y las personas con empleos precarios

¿Cómo es tu contribución?

Promover el crecimiento económico sostenido, inclusivo y sostenible, el empleo pleno y productivo y el trabajo decente para todos

8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO

01 Reducción impactos negativos0%

02 Promoción impactos positivos0%

03 Actuaciones impacto externo0%

Global

Cuestionario aplicable

TIPO DE IMPACTO	MODELO GPES	METAS ODS	CO D	CUESTIONARIO	NOTAS	ESPUEST	PRIORIDAD	EVIDE
01 REDUCCIÓN DE IMPACTOS NEGATIVOS	01 PERSONAS COMPROMETIDAS	Todas	08_00	¿Conoces y cumples con la normativa que te aplica en relación con los derechos laborales de los trabajadores ?	(-)			
	06 PERSONAS INTEGRADAS	Meta 8.5	08_01	¿Garantizas la no discriminación en la contratación, remuneración, beneficios, capacitación y promoción?	(-)			
	06 PERSONAS INTEGRADAS	Meta 8.5	08_02	¿Tienes un procedimiento establecido para facilitar la incorporación de las nuevas personas en la empresa?				
	06 PERSONAS INTEGRADAS	Meta 8.8	08_03	¿Cuentas con un sistema de gestión de Salud y Seguridad en todas las instalaciones de la empresa?				
	06 PERSONAS INTEGRADAS	Meta 8.8	08_04	¿Prestas atención y evalúas los factores de riesgo psicosociales que afectan las personas de la empresa?				
02 PROMOCIÓN DE IMPACTOS POSITIVOS	07 DESARROLLO DE LA	Meta 8.3	08_05	Tu Plan de formación: ¿Tiene en cuenta la mejora de la empleabilidad de las personas de la empresa?				
	07 DESARROLLO DE LA	Meta 8.3	08_06	¿Las personas de la empresa reciben formación sobre el modelo de Economía Social ?	(-)			
	02 LIDERAZGO PARTICIPATIVO	Meta 8.3	08_07	¿Los responsables favorecen y apoyan el desarrollo del liderazgo y la participación de todas las personas de su equipo?				
	01 PERSONAS COMPROMETIDAS	Meta 8.3	08_08	¿La empresa proporciona a las personas la información necesaria, con claridad y transparencia , para que se sientan protagonistas del proyecto ?				
	11 COMPROMISO CON EL	Meta 8.5	08_09	¿Llevas a cabo medidas de atención a la diversidad , proporcionando oportunidades de desarrollo laboral a grupos vulnerables?				
	11 COMPROMISO CON EL	Meta 8.5	08_10	Dispones de Herramientas para la gestión de la diversidad de las personas que forman parte de la empresa?				
	11 COMPROMISO CON EL	Meta 8.5	08_11	¿Promueves la empleabilidad de jóvenes y grupos vulnerables proporcionando habilidades, herramientas y conocimientos necesarios para encontrar empleo?				
03 ACTUACIONES CON IMPACTO EXTERNO	04 CULTURA DE COOPERACIÓN	Meta 8.3	08_12	¿Apoyas la creación de trabajo decente , la innovación y el emprendimiento, a través de plataformas on line o compartiendo Buenas Prácticas entre empresas?				
	04 CULTURA DE COOPERACIÓN	Meta 8.3	08_13	¿Comunicas o divulgas buenas prácticas relacionadas con la generación de crecimiento económico sostenido, inclusivo y sostenible?				

EXAMPLE



ACERCA DE ESTE CUESTIONARIO

PORTADA

16.5 Reducir sustancialmente la corrupción y el soborno en todas sus formas.

16.6 Crear instituciones eficaces, responsables y transparentes a todos los niveles.

16.7 Garantizar la adopción de decisiones inclusivas, participativas y representativas que respondan a las necesidades a todos los niveles.

16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS

01 Reducción impactos negativos

02 Promoción impactos positivos

03 Actuaciones impacto externo

0%

0%

0%

Global

Correlaciones aplicables

¿Cómo es tu contribución?

Promover sociedades justas, pacíficas e inclusivas

19

TIPO DE IMPACTO	MODELO GPES	METAS	CO D	CUESTIONARIO	NOTAS	RESPUESTA	RIORIDAD	EVIDENCIA
01 REDUCCIÓN DE IMPACTOS NEGATIVOS	01 PERSONAS COMPROMETIDAS	Todas	16_00	¿Cumples con la legislación de los países donde operas, tanto en tus operaciones directas, como a través de tu cadena de suministro?	(-)			
	01 PERSONAS COMPROMETIDAS	Meta 16.5	16_01	¿Tienes desarrolladas herramientas que te permitan prevenir y/o actuar contra el acoso, abuso, intimidación o violencia que afectan a las personas de la empresa?	(-)			
	11 COMPROMISO CON EL ENTORNO	Meta 16.5	16_02	¿Controlas la cadena de suministro para garantizar que los productos que se comercializan han sido extraídos y fabricados por trabajadores cuyos derechos han sido respetados?				
	01 PERSONAS COMPROMETIDAS	Meta 16.6	16_03	¿Dispones de políticas y/o sistemáticas para evitar malas prácticas fiscales en la empresa?				
	01 PERSONAS COMPROMETIDAS	Meta 16.6	16_04	¿Te aseguras de que cualquier tipo de propiedad (intelectual, financiera o material) ha sido adquirida legalmente?				
	03 TOMA DE DECISIONES	Meta 16.6	16_05	¿Existe una definición clara de responsabilidades y funciones que corresponden a los diferentes Órganos de Gobierno?				
	05 PARTICIPACIÓN	Meta 16.7	16_06	¿La cultura empresarial tiene en cuenta la participación de todas las personas de la empresa?				
	05 PARTICIPACIÓN	Meta 16.7	16_07	¿Dispones de mecanismos que permitan la participación en la toma de decisiones de todos los trabajadores?				
02 PROMOCIÓN DE IMPACTOS POSITIVOS	05 PARTICIPACIÓN	Meta 16.7	16_08	¿Participan las personas de la empresa en el diseño de la estrategia, del proyecto compartido, generando sentido de pertenencia?				
	08 DESARROLLO DE PERSONAS SOCIAS	Meta 16.5	16_09	¿Tienes establecido un código de conducta (código ético) que facilite y promueva valores de integridad en las conductas de las personas de la empresa?	(-)			
	12 TRANSFORMACIÓN SOCIAL	Meta 16.6	16_10	¿Tienes desarrolladas políticas de responsabilidad social corporativa que incluyan la promoción de la justicia social?	(-)			
	04 CULTURA DE COOPERACIÓN	Meta 16.6	16_11	¿Dispones de mecanismos efectivos para resolver conflictos internos de manera pacífica?	(-)			
	12 TRANSFORMACIÓN SOCIAL	Meta 16.5	16_12	¿Tienes implantado un modelo de prevención y control de delitos (compliance penal)?	(-)			
	08 DESARROLLO DE PERSONAS SOCIAS	Meta 16.7	16_13	¿Se capacita a los socios para su empoderamiento y participación responsable en los órganos de gobierno?				
	05 PARTICIPACIÓN	Meta 16.7	16_14	¿Genera la empresa oportunidades, espacios formales o informales de participación para las personas de la empresa?				
	03 TOMA DE DECISIONES	Meta 16.6	16_15	¿Se planifica y se gestiona de forma sostenible la sucesión de personas socias, se establecen medidas para incentivar la sucesión?				
03 ACTUACIONES CON IMPACTO EXTERNO	04 CULTURA DE COOPERACIÓN	Meta 16.6	16_16	¿Participas en alianzas público-privadas para realizar proyectos que contribuyan a la promoción de los derechos humanos y el estado de derecho?	(-)			
	12 TRANSFORMACIÓN SOCIAL	Meta 16.6	16_17	¿Mides y controlas el impacto social de las operaciones empresariales?				
	04 CULTURA DE COOPERACIÓN	Meta 16.6	16_18	¿Participas en iniciativas de gobernanza corporativa que promuevan la responsabilidad y la sostenibilidad?	(-)			
	11 COMPROMISO CON EL ENTORNO	Meta 16.6	16_19	¿Utilizas las actividades de la empresa para fomentar la paz, los derechos humanos y el estado de derecho?	(-)			

CONTRIBUTION TO THE ODS

SUMMARY

ACERCA DE ESTE INFORME

CÁLCULO DE LOS ÍNDICES

PORTADA

CONTRIBUCIÓN A LOS ODS

INFORME DE AUTODIAGNÓSTICO

ODS	DESCRIPCIÓN	01 REDUCCIÓN DE IMPACTOS NEGATIVOS	02 PROMOCIÓN DE IMPACTOS POSITIVOS	03 ACTUACIONES CON IMPACTO EXTERNO	GLOBAL	GLOBAL
PERSONAS-ODS 5	Igualdad de género	100%	75%	33%	76%	76%
PERSONAS-ODS 8	Trabajo decente y crecimiento económico	80%	86%	100%	88%	88%
GOBERNANZA-ODS 16	Paz, Justicia e instituciones sólidas	100%	63%	100%	83%	83%
COOPERACIÓN-ODS 17	Alianzas para lograr los objetivos	100%	86%	86%	78%	78%
SOCIEDAD-ODS 7	Energía asequible y no contaminante	29%	20%	0%	20%	20%
SOCIEDAD-ODS 12	Producción y consumos responsables	60%	40%	50%	50%	50%

STRENGTHS

ACERCA DE ESTE INFORME

SELECCIONAR SÓLO LAS FILAS CON DATOS

EXPORTAR DATOS

PORTADA

¡Atención! Filtro activo

65

X	ODS	METAS ODS	TIPO DE IMPACTO	GPES	MODELO GPES	COD AM	PUNTOS FUERTES (PF)	PRIORIDAD	CATEGORÍA DE INDICADOR RELACIONADO
X	ODS 05	Todas	00 CUMPLIMIENTO LEGALIDAD	02 GOBERNANZA	01 PERSONAS COMPROMETIDAS	05_00	Cumplimiento de la normativa en materia de igualdad	ALTA	Transparencia
X	ODS 05	Meta 5.1	01 REDUCCIÓN IMPACTO NEGATIVO	01 PERSONAS	06 PERSONAS INTEGRADAS	05_01	No discriminación por razón de género en las contrataciones	ALTA	Fin de la discriminación
X	ODS 05	Meta 5.1	01 REDUCCIÓN IMPACTO NEGATIVO	01 PERSONAS	01 PERSONAS COMPROMETIDAS	05_02	Trabajadores y trabajadoras con igual retribución por igual trabajo	ALTA	Fin de la discriminación
X	ODS 05	Meta 5.5	01 REDUCCIÓN IMPACTO NEGATIVO	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	05_03	Oportunidades de conciliación por igual a hombres y mujeres	ALTA	Promoción de la igualdad de género
X	ODS 05	Meta 5.2	01 REDUCCIÓN IMPACTO NEGATIVO	01 PERSONAS	06 PERSONAS INTEGRADAS	05_04	Protocolo de prevención de acoso sexual en el entorno laboral incluyendo abusos verbales y físicos	ALTA	Violencia de género
X	ODS 05	Meta 5.c	01 REDUCCIÓN IMPACTO NEGATIVO	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	05_06	Atención para que los productos, servicios y marketing no refuercen estereotipos de género	ALTA	Promoción de la igualdad de género
X	ODS 05	Meta 5.5	02 PROMOCIÓN IMPACTOS POSITIVOS	01 PERSONAS	03 TOMA DE DECISIONES	05_07	Paridad de género especialmente en puestos de responsabilidad	ALTA	Liderazgo femenino
X	ODS 05	Meta 5.5	02 PROMOCIÓN IMPACTOS POSITIVOS	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	05_08	Compromiso con iniciativas o programas que promueven la igualdad de género y el empoderamiento de las mujeres	MEDIA	Liderazgo femenino
X	ODS 05	Meta 5.c	02 PROMOCIÓN IMPACTOS POSITIVOS	01 PERSONAS	06 PERSONAS INTEGRADAS	05_10	Cultura empresarial alineada con el fomento de la igualdad y la integración	ALTA	Promoción de la igualdad de género
X	ODS 05	Meta 5.c	02 PROMOCIÓN IMPACTOS POSITIVOS	01 PERSONAS	01 PERSONAS COMPROMETIDAS	05_11	Políticas empresariales que incluyen la dimensión de género	ALTA	Promoción de la igualdad de género
X	ODS 05	Meta 5.c	02 PROMOCIÓN IMPACTOS POSITIVOS	01 PERSONAS	01 PERSONAS COMPROMETIDAS	05_13	Plan de Igualdad con compromisos, medidas y objetivos concretos	ALTA	Promoción de la igualdad de género

WEAKNESSES

[ACERCA DE ESTE INFORME](#)
[SELECCIONAR SÓLO LAS FILAS CON DATOS](#)
[EXPORTAR DATOS](#)
[PORTADA](#)

¡Atención! Filtro activo

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X	ODS	METAS ODS	TIPO DE IMPACTO	GPES	MODELO GPES	COD AM	ÁREAS DE MEJORA (AM)	PRIORIDAD	CATEGORÍA DE INDICADOR RELACIONADO
X	ODS 05	Meta 5.c	02 PROMOCIÓN IMPACTOS POSITIVOS	01 PERSONAS	07 DESARROLLO DE LA EMPLEABILIDAD	05_12	Incluir en el plan de formación la igualdad de género y la no discriminación	MEDIA	Promoción de la igualdad de género
X	ODS 05	Meta 5.c	02 PROMOCIÓN IMPACTOS POSITIVOS	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	05_15	Promover entre los proveedores prioritarios actuaciones que fomenten la igualdad de género	MEDIA	Promoción de la igualdad de género
X	ODS 05	Meta 5.b	03 ACTUACIONES IMPACTO EXTERNO	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	05_16	Analizar las oportunidades que representa para la empresa los retos del ODS 5	MEDIA	Promoción de la igualdad de género
X	ODS 05	Meta 5.c	03 ACTUACIONES IMPACTO EXTERNO	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	05_17	Realizar donaciones a organizaciones cuyo objeto se base en asuntos de género	BAJA	Promoción de la igualdad de género
X	ODS 08	Meta 8.5	01 REDUCCIÓN IMPACTO NEGATIVO	01 PERSONAS	06 PERSONAS INTEGRADAS	08_02	Establecer una sistemática para la incorporación de las nuevas personas	ALTA	Creación de trabajo decente
X	ODS 08	Meta 8.5	02 PROMOCIÓN IMPACTOS POSITIVOS	01 PERSONAS	11 COMPROMISO CON EL ENTORNO	08_10	Implementar herramientas para la gestión de la diversidad	BAJA	Atención a la Diversidad
X	ODS 12	Meta 12.2	01 REDUCCIÓN IMPACTO NEGATIVO	04 SOCIEDAD	11 COMPROMISO CON EL ENTORNO	12_02	Incorporar el Eco-diseño en los procesos de lanzamiento de productos y/o servicios	BAJA	Productos sostenibles
X	ODS 12	Meta 12.4	01 REDUCCIÓN IMPACTO NEGATIVO	04 SOCIEDAD	11 COMPROMISO CON EL ENTORNO	12_06	Reducir contaminación atmosférica, hídrica, del suelo y acústica. Establecer un plan de reducción de la huella ambiental	ALTA	Reducción de residuos
X	ODS 12	Meta 12.2	02 PROMOCIÓN IMPACTOS POSITIVOS	04 SOCIEDAD	11 COMPROMISO CON EL ENTORNO	12_12	Sistematizar la gestión ambiental	BAJA	Uso sostenible de los recursos
X	ODS 12	Meta 12.6	02 PROMOCIÓN IMPACTOS POSITIVOS	04 SOCIEDAD	11 COMPROMISO CON EL ENTORNO	12_13	Elaborar una memoria de sostenibilidad ambiental	BAJA	Uso sostenible de los recursos
X	ODS 12	Meta 12.5	03 ACTUACIONES IMPACTO EXTERNO	04 SOCIEDAD	12 TRANSFORMACIÓN SOCIAL	12_14	Promover producción y consumo responsable en la cadena de suministro	BAJA	Cadena de Valor sostenible

INDICATORS

INDICADORES

PORTADA

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CATEGORÍA DE INDICADOR	MODELO GPES	ODS RELACIONADO	COD	DESCRIPCIÓN DEL INDICADOR
Fin de la discriminación	01 PERSONAS	ODS 5 Igualdad de género	I-05-01	Brecha salarial promedio: diferencia porcentual entre los salarios promedio de hombres y mujeres. Fórmula: $(\text{Salario promedio de hombres} - \text{Salario promedio de mujeres}) / \text{Salario promedio de hombres} * 100$.
Fin de la discriminación	01 PERSONAS	ODS 5 Igualdad de género	I-05-02	Participación en la fuerza laboral: proporción de hombres y mujeres en diferentes niveles jerárquicos o posiciones empresariales. (puede indicar posibles sesgos salariales de carácter estructural).
Fin de la discriminación	01 PERSONAS	ODS 5 Igualdad de género	I-05-03	Remuneraciones medias y su evolución desagregados por sexo , edad y clasificación profesional o igual valor.
Fin de la discriminación	01 PERSONAS	ODS 5 Igualdad de género	I-05-04	Rotación de empleados por grupo de edad, sexo y región.
Fin de la discriminación	01 PERSONAS	ODS 5 Igualdad de género	I-05-05	Estabilidad del empleo: Promedio anual de contratos indefinidos, temporales y a tiempo parcial por sexo, edad y clasificación profesional.
Fin de la discriminación	01 PERSONAS	ODS 5 Igualdad de género	I-05-06	Número de despidos por sexo, edad y clasificación profesional.
Liderazgo femenino	01 PERSONAS	ODS 5 Igualdad de género	I-05-07	Composición de los órganos directivos , desglosado por categoría de empleado en función del sexo, grupo de edad, pertenencia a minorías y otros indicadores de diversidad.
Liderazgo femenino	01 PERSONAS	ODS 5 Igualdad de género	I-05-08	Proporción de mujeres en posiciones de liderazgo: Porcentaje de mujeres ocupando puestos directivos o de alta jerarquía en la empresa.
Participación plena y efectiva	01 PERSONAS	ODS 5 Igualdad de género	I-05-09	Índice de participación en oportunidades de desarrollo profesional (capacitación, promociones, asignación de proyectos, etc.) segmentado por género
Promoción de la igualdad de género	01 PERSONAS	ODS 5 Igualdad de género	I-05-10	Recursos de la empresa dedicados a proyectos y programas destinados a la igualdad de género y la promoción de derechos de la mujer.
Promoción de la igualdad de género	01 PERSONAS	ODS 5 Igualdad de género	I-05-11	Índice de formación en igualdad: Evaluación de la capacitación y sensibilización en cuestiones de género ofrecida a empleados y directivos de la empresa.
Promoción de la igualdad de género	01 PERSONAS	ODS 5 Igualdad de género	I-05-12	Conciliación: Número total de empleados que disfrutan de permiso parental, por sexo .

**GREEN TRANSITION PROCESS
REDUCE YOUR CARBON FOOTPRINT
WITH VALOR'ESS**



- UDES : Union of Employers in the Social Economy
- Our mission :
 - 8 Defending the interests and values
- National and regional level :
 - 8 Authorities link to the labour code
 - 8 Government meeting
 - 8 Creates links between employers



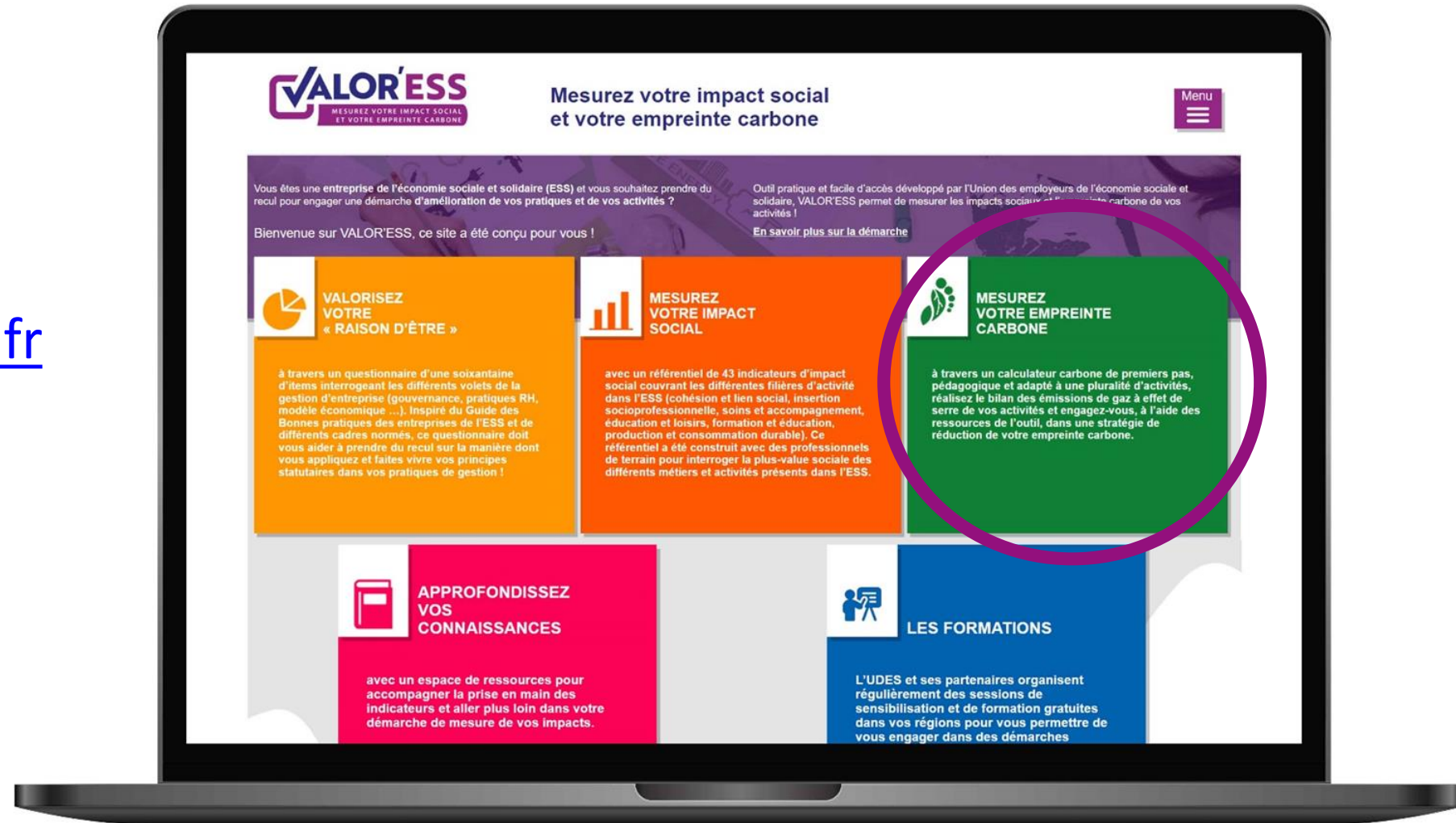


VALOR'ESS CARBON TOOL

Employeurs
engagés !

CARBON FOOTPRINT TOOL

www.valoress-udes.fr



➤ WHY THIS TOOL ?

- ❖ European Climate law – carbon neutrality by 2050
- ❖ Help the small organisation
- ❖ Enable organisations to adopt a continuous improvement approach that is more respectful of the environment

➤ TARGET AUDIENCE

- ❖ Small organisation
- ❖ Carbon footprint's beginner
- ❖ Emissions reduction strategy

➤ HOW IT WORKS ?

- ❖ Free tool, easy to use
 - ❖ 11 greenhouse gas emissions items
 - ❖ Recap card with a synthèse
 - ❖ 11 practical guide with concret examples of actions
 - ❖ A user service contact : contact@valoress-udes.fr.
-

**Employeurs
engagés !**

CARBON FOOTPRINT TOOL



Mesurez votre impact social
et votre empreinte carbone

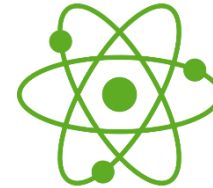
Menu



Accueil > Mesurez votre empreinte carbone - Les indicateurs

Les indicateurs

1. Energy
2. Business trip
3. Home-work commute
4. External travel (tourist, customer...)
5. Freight
6. Purchase
7. Fixed assets
8. Waste
9. Other
10. Product
11. Investment



**11 greenhouse gas emissions
items**



Level 1 or 2



➤ THE TRAINING COURSE

- ❖ With professional carbon experts
 - ❖ 11 hours of training (7 hours on site, and 4 hours remotely)
 - ❖ 8 to 12 course participants
 - ❖ Understand the carbon issues
 - ❖ Understand the tool
 - ❖ Action plan to reduce greenhouse gas emissions
-

- 11 action sheets have been created for the 11 main emission sources :

- Context
- Useful tips
- Pictogram : Avoid | Reduce | Compensate





Fiche pratique : Intrants, Achats

CONTEXTE

Le SCOPE 3 du bilan carbone regroupe l'ensemble des émissions indirectes non associées à l'énergie (achats, déplacements, déchets, etc...). Parfois négligées dans les plans de décarbonation, les émissions du SCOPE 3 sont en moyenne 5,5 fois plus importantes que les opérations directes d'une entreprise, notamment via les achats de biens (matières premières, alimentation, produits finis, etc...) et de services. Dans un bilan carbone, il est important d'essayer de mesurer ces données en flux physique (poids matériaux, nombre d'unités achetées, etc...) pour diminuer l'incertitude.

En 2021, les émissions associées aux importations représentent un peu plus de la moitié (51 %) de l'empreinte carbone de la France.

En plus de constituer un enjeu économique important, le poste des achats représente donc un levier essentiel dans la réduction des émissions de gaz à effet de serre. Il s'agit alors de favoriser une approche en cycle de vie et de prioriser les produits moins carbonés.

Privilegier les produits éco-conçus :

L'éco-conception consiste à intégrer la diminution des impacts environnementaux d'un produit ou d'un service sur l'ensemble du cycle de vie (conception, distribution, utilisation et fin de vie).

L'éco-conception permet de réduire de 10 à 40 % les impacts environnementaux tout au long du cycle de vie d'un produit.

Allonger la durée de vie des produits :

Entretien et réparation des produits, c'est allonger leur durée de vie et ainsi éviter les émissions de GES liées à l'achat et donc à la production d'un produit neuf. Depuis 2021, l'indice de réparabilité informe les consommateurs du caractère plus ou moins réparable de 9 catégories de produits informatique et électroménagers.

Se tourner vers le réemploi, la location ou la mise en commun des produits :

De même, le réemploi et la location permettent d'éviter les émissions de GES liées à la fabrication de nouveaux produits. Mettre en commun des produits peu utilisés, c'est aussi s'associer à d'autres organisations, développer son réseau et étendre son impact positif.

Adopter une alimentation moins carbonée :

L'achat de nourriture constitue une source importante d'émissions de GES via la production agricole, le conditionnement et le transport des produits. Les aliments les plus émetteurs étant la viande rouge, suivis du poisson, du porc et du poulet. Réduire ses émissions, c'est aussi adapter son alimentation en y incluant plus de sources végétales, mais aussi des produits locaux et de saison.

La production de viande de bœuf émet en moyenne 7,2 fois plus de CO₂e que celle de poulet, et environ 52 fois plus que les céréales et légumineuses.

Acheter une tomate française hors-saison produite sous une serre chauffée émet presque 10 fois plus de CO₂e qu'une tomate locale et de saison.

Se tourner vers des produits moins émissifs dans leur processus de fabrication :

Lorsque cela est possible, substituer les biens achetés comme les matières premières par des matériaux bas-carbone ou recyclés.

La production d'une tonne d'acier recyclé émet environ 938 kg de CO₂e, contre 2210 kg de CO₂e pour de l'acier neuf, soit une réduction de 58 %. La filière « acier décarboné » (aciérie électrique bas carbone) commence également à voir le jour avec une production 3 à 4 fois moins carbonée.

Engager ses fournisseurs pour décarboner la chaîne de valeur :

Engager une démarche de décarbonation avec les fournisseurs permet de renforcer les collaborations, accroître la résilience de la chaîne de valeur et étendre son impact positif à différents acteurs en diffusant les bonnes pratiques. Cela passe également par la collaboration avec de nouveaux acteurs comme ceux de l'économie circulaire.

Privilegier les entreprises de services ayant engagé une démarche de décarbonation :

Le poste des achats concerne également l'achat de services. Dans ce cas, il est préférable de se rapprocher d'organisations ayant engagé une démarche de réduction des émissions de GES. Exemples de services : prestations de nettoyage, d'entretien, de réparation, sous-traitance diverse mais aussi assurances, services bancaires (voir sur ce sujet fiche Investissements)

POUR ALLER PLUS LOIN

Ressources : Ademe – Labels environnementaux
Ademe – Achats responsables Ademe
Ademe – Reconnaître le greenwashing

Aides : Selon le type de biens. Exemple : pour les matériaux de construction biosourcés, de nombreux EPCI, départements, régions favorisent leur achat.

Source chiffres : ADEME, Greenly

➤ THE PARTNER OF THE PROJECT :

- ❖ Carbon expert : Association for low-carbon transition (Association pour la transition bas carbone)
- ❖ Financial partners (Bank and government authority)
- ❖ Social and Solidarity Economy organisations
- ❖ Employers

➤ ROLL OUT TRAINING

- ❖ In 2024, 8 cities in France
- ❖ In 2025, 10 cities (same and other)
- ❖ *Create a new training, to further information ?**

➤ CREATE LINK BETWEEN USERS

- ❖ In June, 1 event to 1 event to bring employers together and enable them to exchange ideas
- ❖ During the year, 1 or 2 videoconference meeting to video conference meetings to enable users to discuss their practices with the tool, action plans, etc.
- ❖ *Linked'in group with the users ?**
- ❖ Animate the community

➤ IMPROVE THE TOOL

- ❖ With user recommendations
- ❖ With legal requirements.

** Just ideas*

Employeurs
engagés !

ANY QUESTIONS ?



➤ USEFUL LINKS :

- ❖ The tool : [Connexion \(valoress-udes.fr\)](https://valoress-udes.fr)
- ❖ Ressource file : [Valor'ESS Fiches pratiques environnementales \(valoress-udes.fr\)](https://valoress-udes.fr)



Employeurs
engagés !

I'M AVAILABLE TO DISCUSS



MAËLA VALEMBOIS

CSR project manager

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+33 6 77 28 80 24



Groupe One

SUSTAINABLE ENTREPRENEURSHIP

is in our DNA

For 25 years, Groupe One has been driving economic and territorial change in Belgium towards a model positively impacting the environment and humanity.

3 areas of expertise



Sustainable
Food system



Circular
Economy

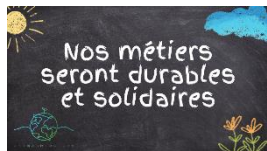


Transition of cities
and local territories

Our 3 mission pillars

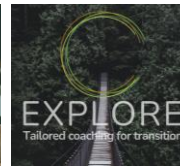
Inspire

Sensitization to
sustainable
entrepreneurship &
advocacy



Support

Incubators
Individual coaching
Hosting &
financing



Change

Lead transition
innovation projects
on local level





EXPLORE

Tailored coaching for transition

Our Objective



Increase the number of companies significantly interested in engaging in a transition process.



Increase the impact of companies already on a transition trajectory.

OUR AUDIENCE: SMALL & MICRO COMPANIES

EXPLORE

Entrepreneurs can work on themes:



Reduce **energy** consumption and costs



Integrate more circularity in the **business model**



Source from **local suppliers**



Raise awareness and **communicate** about positive impact actions



Reduce waste and eliminate food waste



Rethink **governance** and involve teams

Our methodology



CARBON REPORT
SIMPLIFIED FOR MICRO &
SMALL COMPANIES



E-LEARNING &
INSPIRATION PODCASTS

A DEDICATED
TRANSITION-
COACH



COLLECTIVE
WORKSHOPS



NETWORKING
EXPERTS AND
BUSINESSES

With Explore, entrepreneurs get:

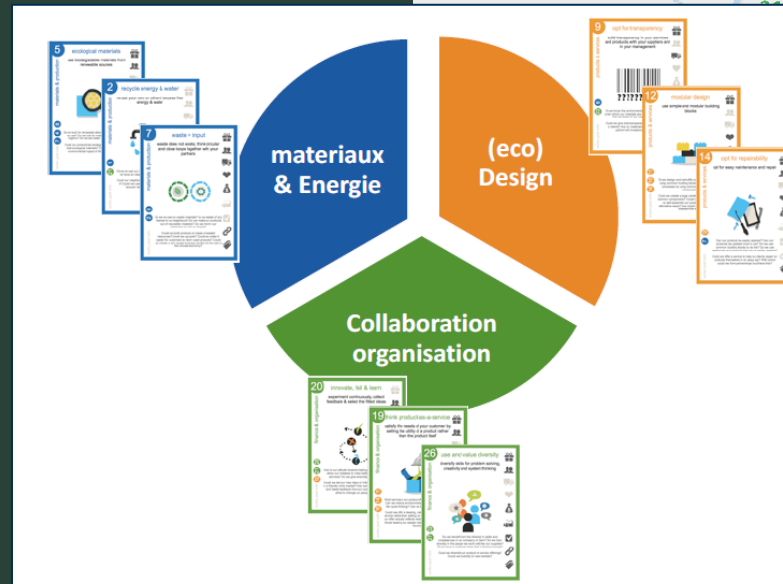
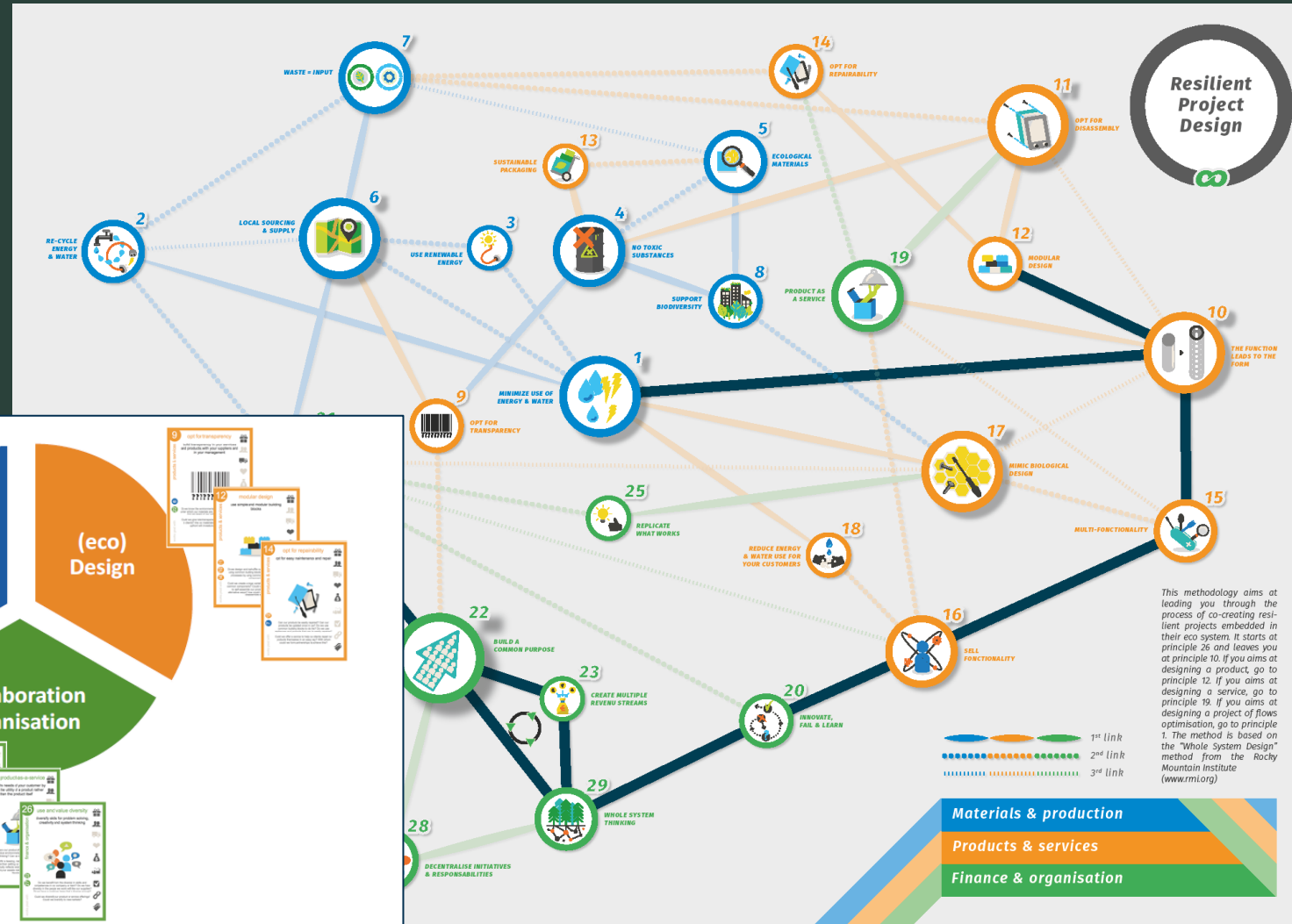
- A **diagnosis** of their sustainable development challenges (including a carbon footprint assessment)
- A **concrete action plan** based on their on-the-ground reality
- A **dedicated** coach-transition: >20h coaching along with 4 days dedicated to their action plan within your company to facilitate the execution
- Support in **obtaining labels** (focus on Brussels region)

EXPLORE

Ex. tool for
coaching:

Resilient Coaching Cards

Open source: available [here](#)



EXPLORE

Ex. tool for
assessing
Carbon Emissions:

ECOTOOLKIT

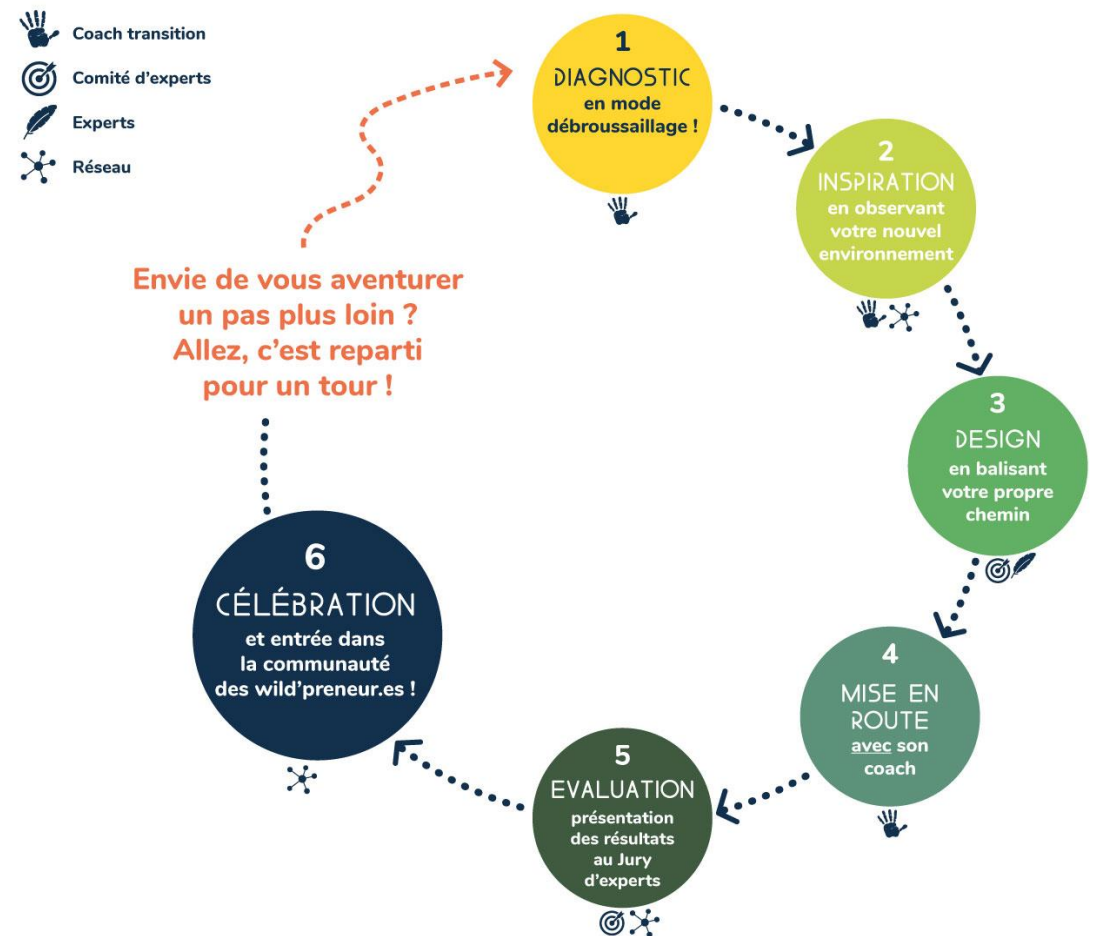
Open source: available [here](#)



EXPLORE

Practically

- Since 2022
- 2 programs / year
- Group of 10 companies
- Duration: 3 to 4 months
- Target: Micro & small companies
- Region of Brussels



Program key features

Dedicated coach-transition

A coach expert in sustainable entrepreneurship

A tailored journey

A coach who adapts to the entrepreneur's pace and personalized content according to their needs.

A focus on the objectives that motivate the entrepreneur

Based on the diagnosis and the themes that motivate the entrepreneur.

Sensitization of the team

To ensure mobilization & engagement of the team

Experts from your sector

a panel of transition experts available to strengthen the action plan

Support groups among entrepreneurs

Exchange with peers and enrich themselves during group work sessions

An amazing community

Welcome to the community of transition entrepreneurs. Access to the network, training and networking activities among peers.



Contact

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Enterprises in transition

claudia.mangiatordi@groupeone.be

Explore program

www.groupeone.be/explore



**Mondragon
Unibertsitatea**

Faculty of
Engineering

ECSI Circular Training

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- **CEIS group**
- **Promoting the transitions to the Circular Economy**
- **ECSI Circular Training**
- **Results**

CEIS group

Researchers



Daniel



José Alberto



Joan Manuel



Jokin Murillo

TFM. Sustainable campus
management (MUCS)



Dra. Dorleta Ibarra
Circular and
Sustainable
Business Models



Dra. Leire Gorroño
Sustainable
Industrial Production



Dr. Borja Díez
LCA and Renewable
Energy Technologies



Dra. Eider Mendiburu
Renewable Materials
and Recycling



Ane Arrizabalaga
Ecodesign and eco-
technologies

PhD students



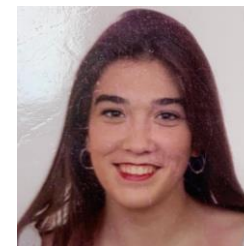
Idoia Urain
Industrial circular
economy tools



Aitor Picatoste
Ecodesign and LCA of
EV batteries



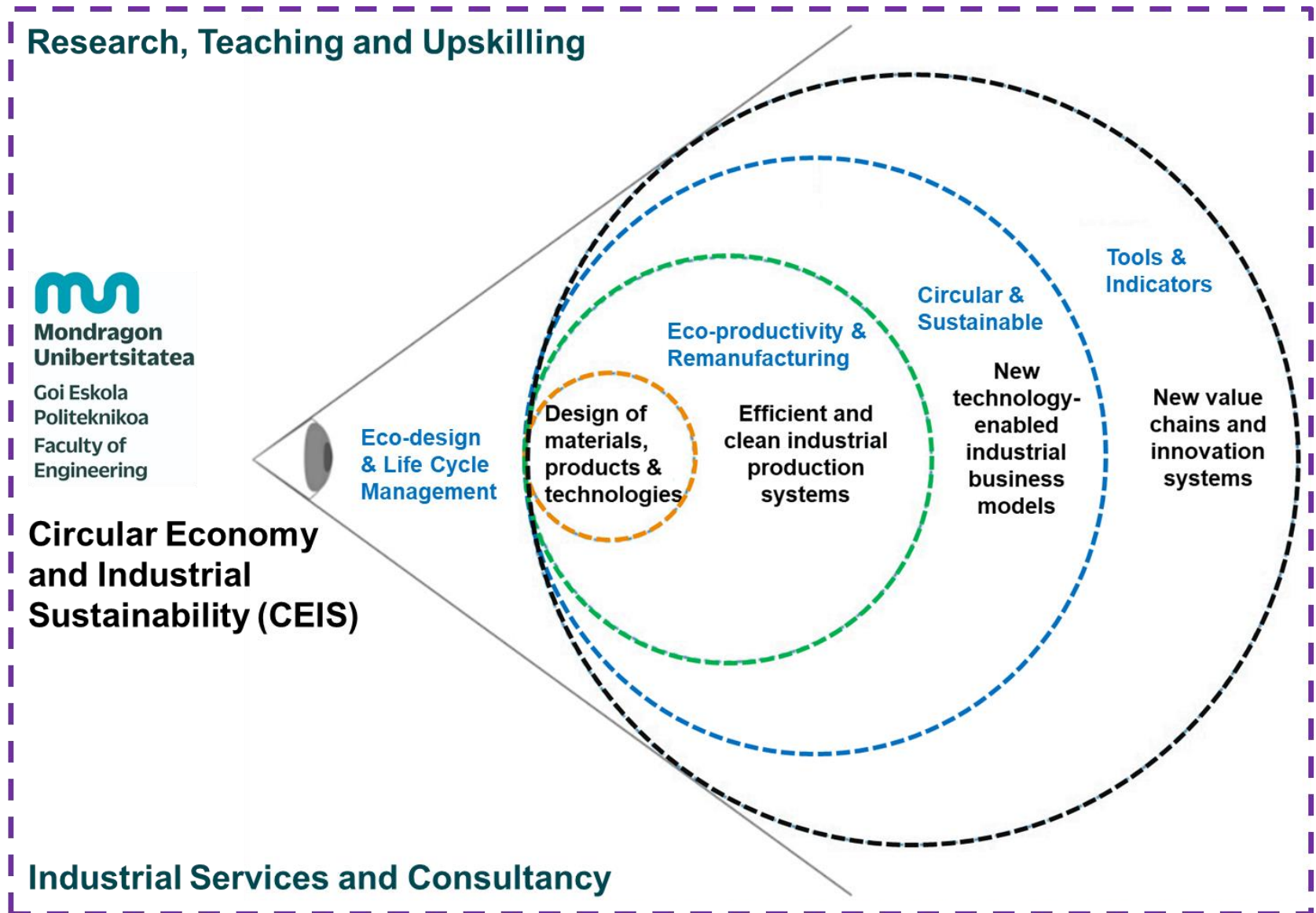
Lierni Rabanete
Sustainable energy
communities



Irati Ruiz de Azua
Circular electronic
products



Marta Díez
Sustainable LCM of
wind turbine blades



Promoting the transition to the Circular Economy

From **2018 to 2023** with funding from the Department of Economic Promotion, Rural Environment and Territorial Balance of the Provincial Council of Gipuzkoa and IHOBE, tools have been developed and tested to support the transition of companies (micro-SMEs, SMEs) towards the Circular Economy (CE).



This has made it possible to identify the need for training/capacity building for companies to move towards the CE.

For these reason, ECSI Circular Training project was created.

ECSI Circular Training

The aim of the project was to promote CE capabilities and competencies in organizations in Gipuzkoa through a lifelong learning system for a sustainable ecological transition.

Thus, in order to enable organizations to acquire a holistic view of the CE.

*Sensitization,
awareness raising
and best practices*

Identify opportunities

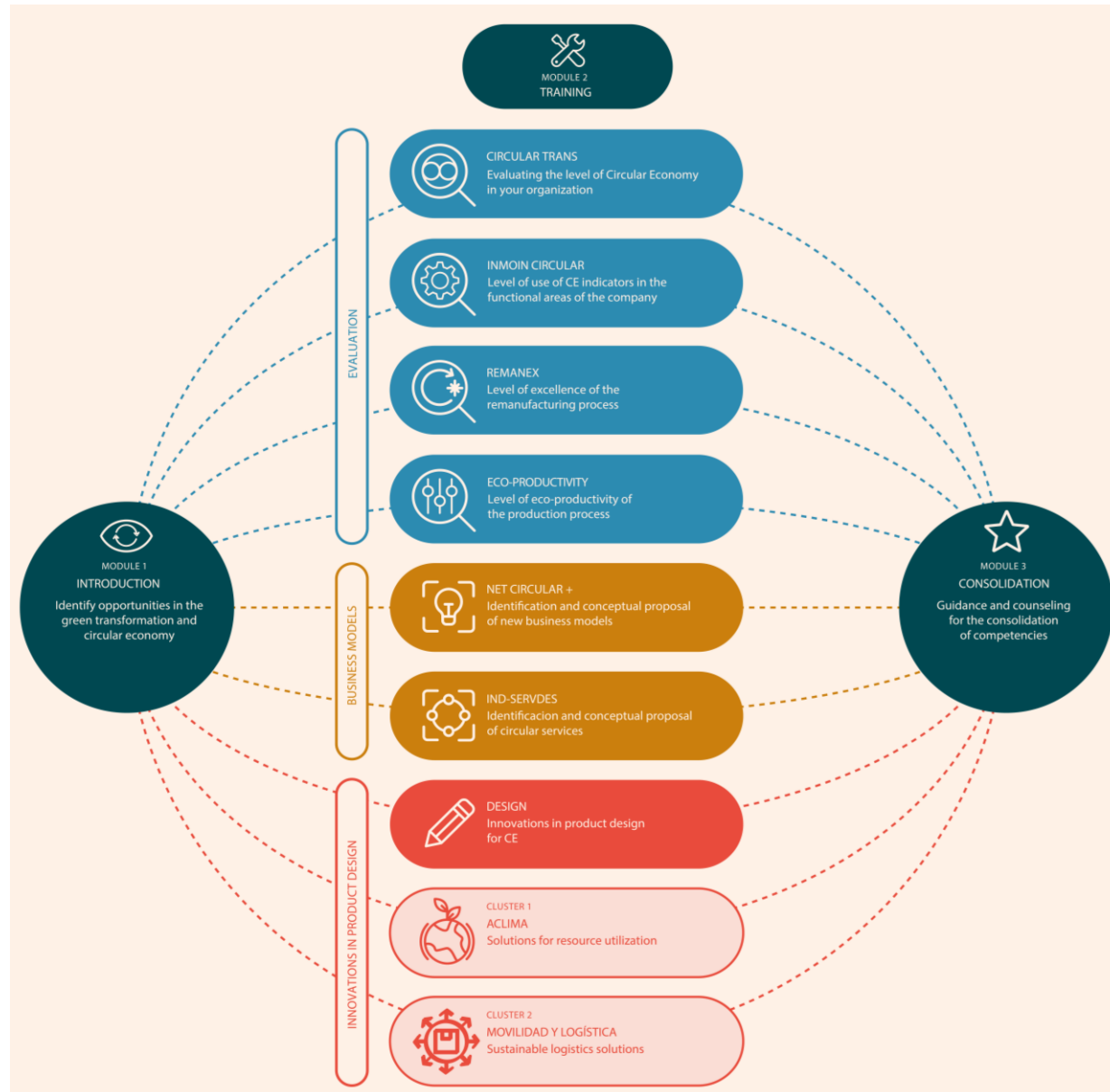
*Training of people
in CE competencies*

Training

*Guidance and
accompaniment in the
consolidation of
competencies acquired
in CE*

Implementation

ECSI Circular Training



ECSI Circular Training



32 people from 19 companies participated in the module 1 workshops

ECSI Circular Training



MODULE 2
TRAINING

EVALUATION



CIRCULAR TRANS

Evaluating the level of Circular Economy
in your organization



REMANEX

Level of excellence of the
remanufacturing process



INMOIN CIRCULAR

Level of use of CE indicators in the
functional areas of the company



ECO-PRODUCTIVITY

Level of eco-productivity of
the production process

<https://circulartrans.mondragon.edu>

A total of 45 people from 26 companies participated in the module 2
evaluation sessions

ECSI Circular Training



MODULE 2
TRAINING

BUSINESS MODELS



NET CIRCULAR +
Identification and conceptual proposal
of new business models

<https://www.netcircularplus.eus/en/home/>

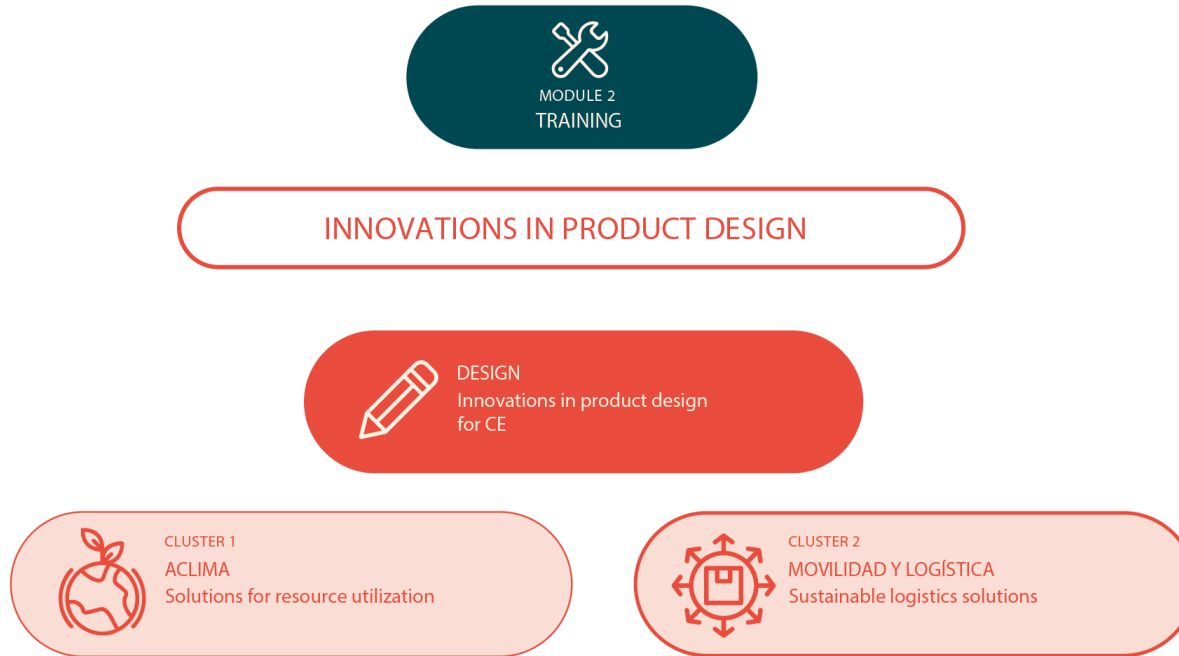


IND-SERVIDES
Identification and conceptual proposal
of circular services

<https://dbz.mondragon.edu/es/proyecto-ind-servdes>

A total of 12 people from 8 companies participated in the module 2
business models sessions

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A total of 23 people from 20 companies participated in the module 2 innovations in product design sessions

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7 companies participated in guidance and counseling module for the consolidation of competencies

Results

Participation of 73 companies, both large and small, and 212 people in the conferences held.

Companies need to be accompanied to guide them throughout the process.

Agents are needed to drive companies to start moving towards CE.

The feedback received by the participants has been positive and they have mentioned that the training has helped them to gain knowledge about CE and to know how to start moving towards CE.

Although the project has been favorable, the lowest participation has been in innovation in product design for CE.

Eskerrik asko
Muchas gracias
Thank you

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Emmanuel MOSSAY
Research & Innovation Director



Agenda



1. **EcoRes & Evolve**
2. **Open methodologies**
3. **Open tools**

Agenda



- 1. EcoRes & Evolve**
2. Open methodologies
3. Open tools



Fields



**CLIMATE
RESILIENCE**



**CIRCULAR
ECONOMY**



FOOD SYSTEM



**COLLECTIVE
INTELLIGENCE AND
COOPERATION**

Services



**Diagnosis, consulting
and support**



**Incubation and
project management**



**Training and
coaching
activities**



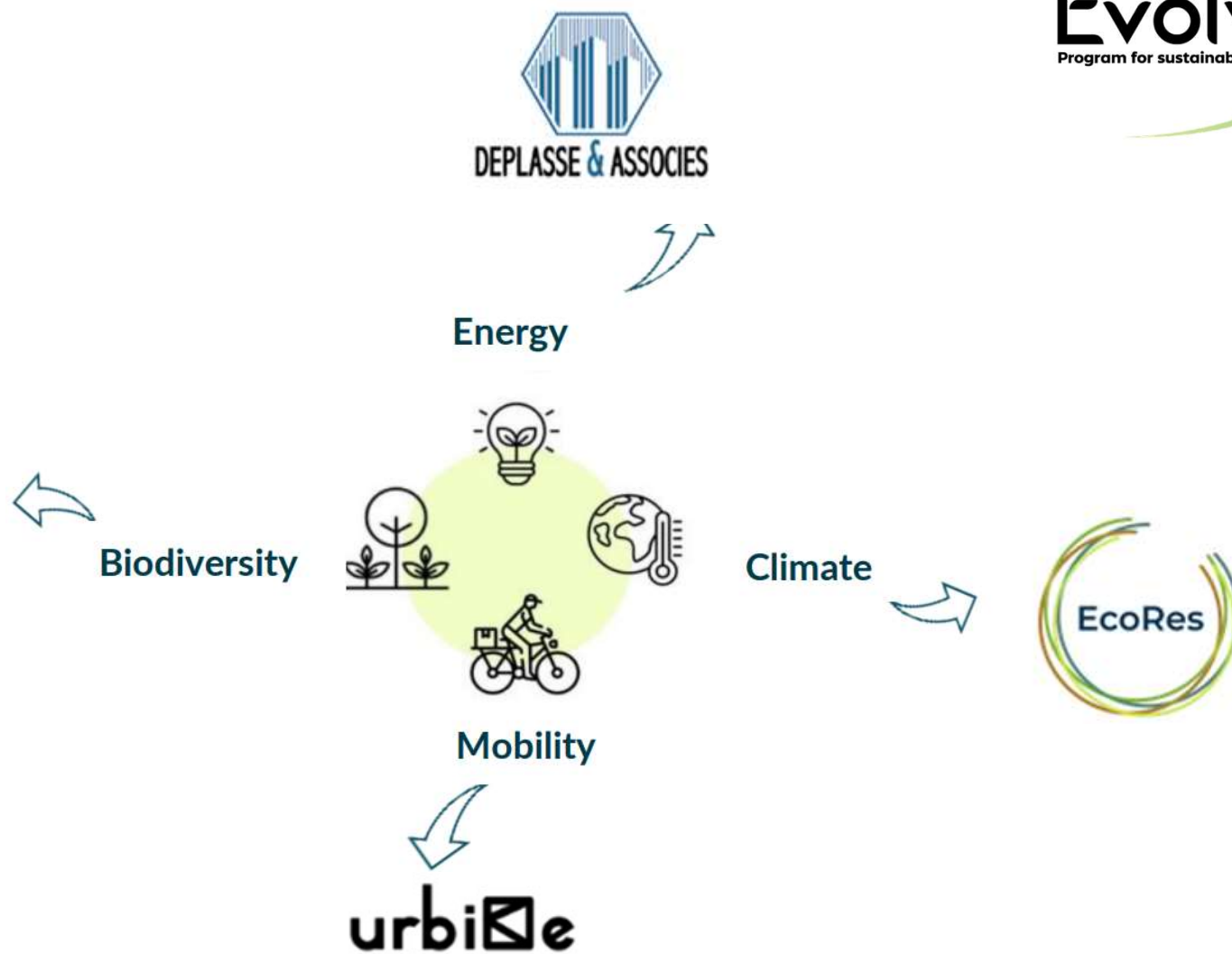
**Research and
Innovation**



4 pioneers in sustainable development have joined forces to offer a support programme incorporating the most advanced expertise in energy, climate, the circular economy, sustainable food, biodiversity, mobility and logistics.



BEEODIVERSITY
regenerating value





Agenda



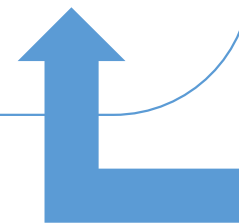
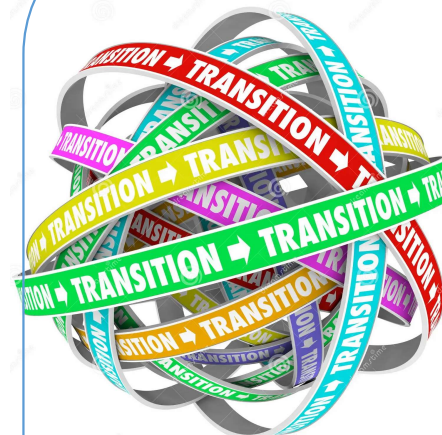
1. EcoRes & Evolve
- 2. Open methodologies**
3. Open tools

Circular Business Models and Values Propositions Levers



Circular BM's

- A. Circular inputs
- B. Raw materials' recovery
- C. Extend the usage
 - C.1. Refurbishing (soft operations, e.g.: cleaning)
 - C.2. Technical Approving
 - C.3. Repairing
 - C.4. Upgrading (same function, new version)
 - C.5. Retrofitting (same/extra function, disruptive version)
 - C.6. Recovering (parts)
 - C.7. Repurposing (other function and/or industry)
- D. Increase / Share the usage
 - D.1. Sharing equipments'
- E. PSS (Product as a service)
 - E.1. "Product oriented" : Extra / predictive maintenance
 - E.2. "Service oriented" : "Second life equipments" as a service
 - E.3. "Results oriented" : Outsourcing - Leasing services



Value Proposition Levers

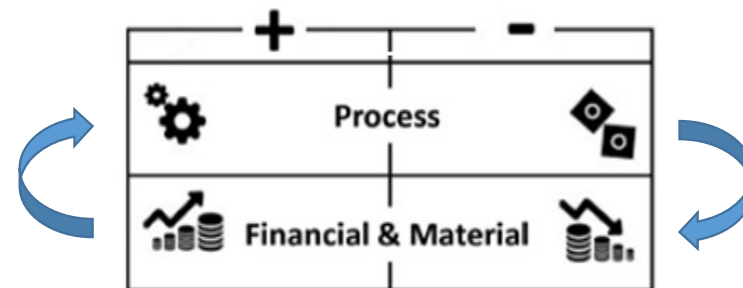
End-users:

1. Reselling (2nd/ 3rd sales of a product)
2. Upselling (extra volume of the same product)
3. Cross-selling (other product to existing client)
4. Outranking (outperforming 2nd life products to "lower" segments)
5. Upgrading (products)
6. Upgrading (services)
7. Extending the warranty & SLA
8. Loyalty Programming

Value Chain:

9. Channel extra value
10. Channel cost reductions
11. « Cross-channels Approach
12. Extra Stakeholders involvement
13. "Trans-sectorial" approach

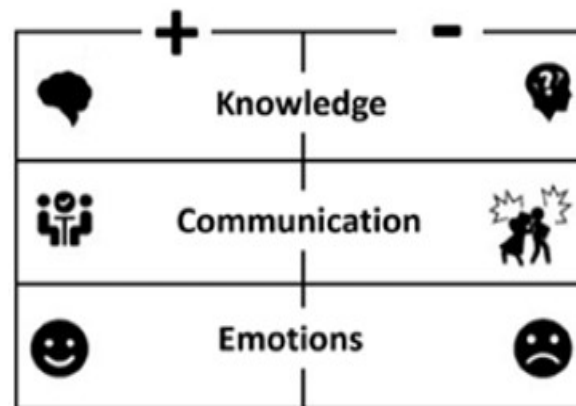
7D Values



2 material
Values

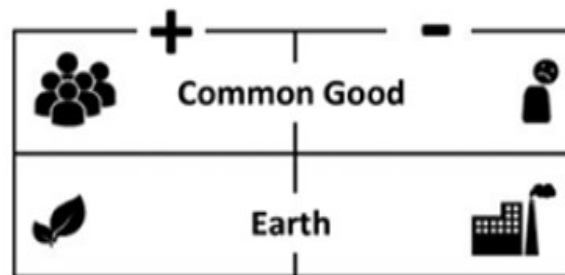
Source: 7DValue , shiftingeconomyEbookCompleet.pdf (philoma.org)

7D Values



+3 immaterial
Values

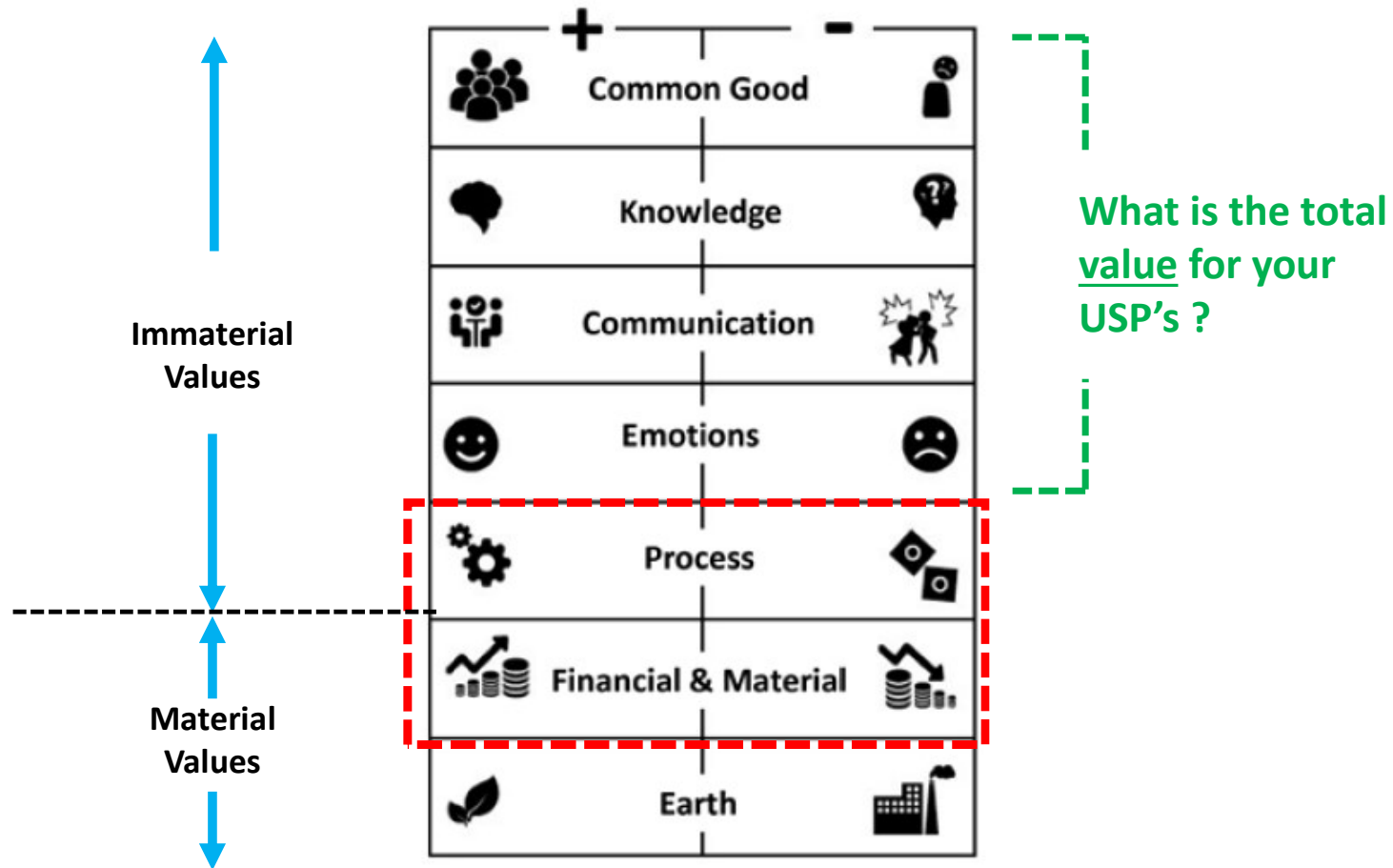
7D Values

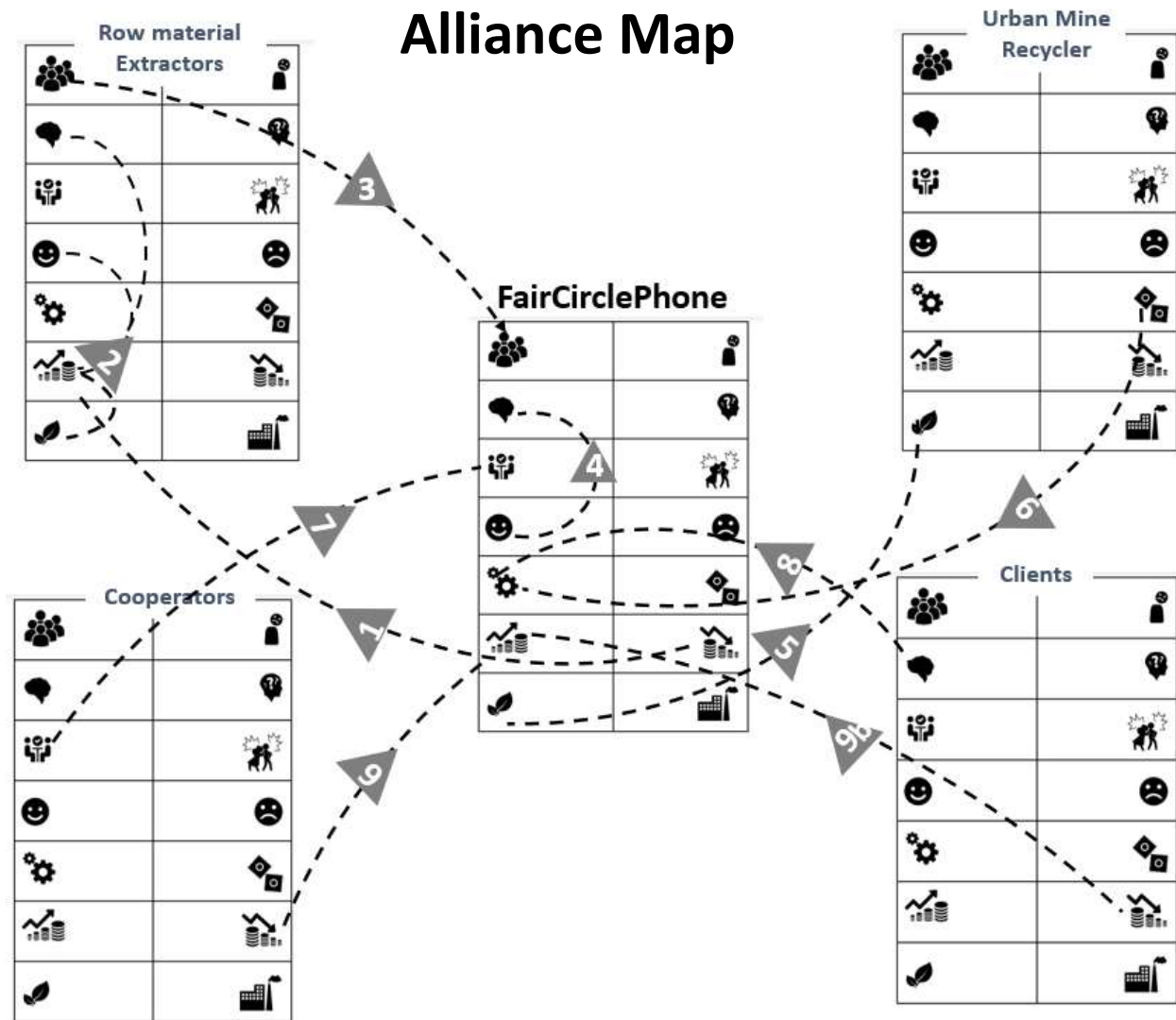


+2 universal
Values

Source: 7DValue , shiftingeconomyEbookCompleet.pdf (philoma.org)

7D Values





Source: 7DValue , [shiftingeconomyEbookComple.pdf](#) (philoma.org)

Agenda



1. EcoRes & Evolve
2. Open methodologies
- 3. Open tools**

You are on the right track!

Your company is **in transition** towards a circular operation. Based on your answers, you have received a score of **50 %**.



Your profile

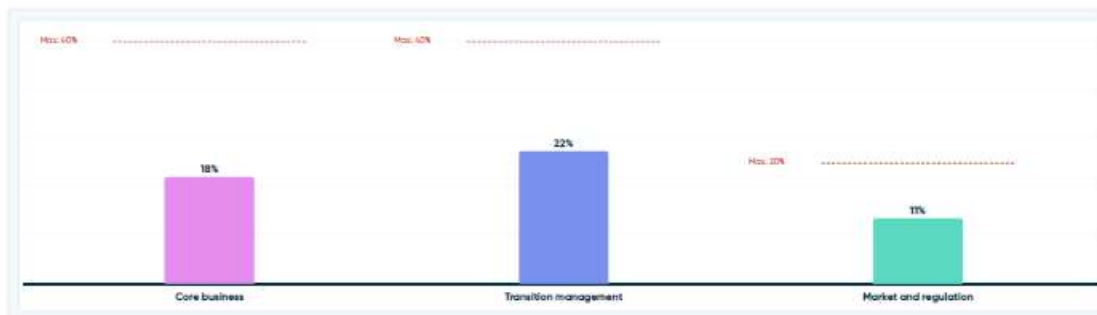
Legal status	Cooperative (SC)
Number of employees	10 to 49 employees
Date of the creation of your company	2020
Core business	Social action and human health
Company offering intangible services?	No
Turnover / annual balance sheet total	Turnover larger than €10 million and smaller than €50 million, or annual balance sheet total larger than €10 million and smaller than €43 million

Based on your results, we have some specific **advice** for you:

- [Core business](#)
- [Transition management](#)
- [Market and regulation](#)

How did we arrive at this result?

Your score corresponds to the sum of the results per topic.



Self-assessment of your company's circularity



VO

communication
& leisure
group



circular event toolkit

*Transform the Belgian events sector
from a linear model that generates
environmental impacts
to a circular, ecological & ethical model.*

[homepage - Circular Event Toolkit \(circular-event.eu\)](https://circular-event.eu)



Contacts

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Welkom



**Sociaal
Circulaire
Hub Gent**

Sociaal-circulaire hub?

12 hubs voor circulair en sociaal ondernemerschap

Meer info op www.circulairwerkt.be

Van Brugge tot Genk, van Oudenaarde tot Leuven, kan je terecht bij de 12 regionale sociaal-circulaire hubs. Ze bieden je inspiratie, matchmaking en ondersteuning.



Sociaal-Circulaire Hub Gent?



Sociaal-Circulaire Hub Gent

Doel: sociaal-circulair ondernemen in Gent stimuleren

- In kaart brengen

- ☐ Bouw

- ☐ Voeding

- ☐ Textiel/verpakkingen/...

- Verbinden

- ☐ 'Rol bouwafval een nieuw leven in!'

- ☐ Nieuwe bouwbijsamenkomst(en) op basis van noden

- Richting geven

Richting geven: financiering

Innoveren binnen één bedrijf of met enkele bedrijven samen...

- VLAIO, KMO groeisubsidie, tot €50k, KMO's in de maak- en bouwindustrie, volgende deadline 30/4
<https://www.vlaio.be/nl/subsidies-financiering/kmo-groeisubsidie>
- VLAIO, onderzoeksproject, min. €100k, 25-60% van begroting,
<https://www.vlaio.be/nl/subsidies-financiering/onderzoeksproject>
- VLAIO, ontwikkelingsproject, €25k – €3m, 25-50% van begroting,
<https://www.vlaio.be/nl/subsidies-financiering/ontwikkelingsproject>
- Werk en sociale economie, innovatie, tot €50k, SE-bedrijven en partners, deadline 31/3, looptijd 1 jr
<https://www.socialeconomie.be/alle-oproepen>

... of eerder systemisch innoveren?

Volg en contacteer ons!



<https://forms.gle/XzMKufnvSZHntBrF7>



<https://www.facebook.com/SociaalCirculaireHubGent>



<https://www.linkedin.com/company/sociaal-circulaire-hub-gent/>



<https://stad.gent/nl/werken-ondernemen/nieuws-evenementen/sociaal-circulaire-hub-gent-van-start>

